3. *Deputy Minister*

Category of Staff	No.	Scale of pay	Remarks
Private Secretary . .	1	Rs. 4500—150—5700/- Rs. 3700—125—4700— 150—5000.	
First P.A. . .	1	Rs. 2000—60—1300—EB— 75—3200—100—3500.	Grade A&B (merged) of CSSS.
Second P.A. . . .	1	Rs. 1640—60—2600—EB— 75—2900.	Grade C of CSSS.
Clerk	1	Rs. 950—20—1150—EB— 25—1500.	CSCS—LD Grade.
Driver . . .	1	Do.	
Jamadar . . .	1	Rs. 775—12—871—EB— 14—1925.	
Peon	1	Rs. 750—12—870—EB— 14—940.	

Curbing of overtime allowance to Government Employees

@1350. SHRI SYED SIBTEY RAZI : Will the PRIME MINISTER be pleased to state :

(a) whether it is a fact that rate of overtime allowance have been revised after implementation of report of 4th Pay Commission ;

(b) if so, what are the details of present rates with effective date of such revision ;

(c) whether the 4th Pay Commission had recommended to scrap the overtime allowance ;

(d) whether any action has been taken in this regard to implement the recommendations of 4th Pay Commission ;

(e) if so, wha) are the details thereof ;

(f) whether in view of present economy drive Government propose to ban the payment of overtime allowance to its employees ;

(g) whether Government propose to use its employees in shifts duties in such Departments where overtime allowance is being paid; and

(h) if so, what are the details thereof and if no, what are the reasons therefor ?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRIMATI MARGARET ALVA) : (a) to (e) The 4th Pay Commission recommended discontinuance of the OTA and payment of Extra-work Allowance under prescribed conditions for specific categories of employees. The Government accepted this recommendation in principle and issued orders on 13th November, 1986 which advised all the Ministries/Departments to arrange their work in such a way as to finish it during the normal working hours. However, this was further examined and the decision was modified vide this Department's O.M. No. 15012/3/86-Estt (Allowances) dated

@Previously unstarred Question 882, transferred from the 3rd March, 1992.

19-3-91 which revised the rates of OTA with effect from 1-12-1990. A copy of the said O.M. is given in the statement. (*See* below) .

(f) to (h) It is not possible to ban grant of Overtime Allowance altogether. As regards shift duties, they are already being adopted wherever required. Ministries/Departments have also been advised to utilise the services of Staff to the optimum level during office hours and to tighten the standards of supervision so as to increase the output to reduce the need for putting the staff on overtime work. A limit has also been imposed on the amount to be spent on OTA by various Ministries/ Departments. It is felt that these measures will help in checking the expenditure on OTA in Government Offices.

Statement

No. 15012/3/86 *Estt.* (*Allowance*)

Government of India

Ministry of Personnel Public Grievances and Pensions

(*Department of Personnel & Training*)

New Delhi, the 19*th March,* **1991**

OFFICE MEMORANDUM

Subject :—Overtime Allowance to Central Govt. employees.

The undersigned is directed to refer to Ministry of Finance, Department of Expenditure's O.M. No. 15011/2-E. II(B)/76 dated 11-8-1976 and this Ministry's O.M. No. 15020/4/80-Estt. (Allowances) dated 23-12-82 on the subject mentioned above and to say that the question of revision of the rates of Overtime Allowance has been under consideration of the Government for some time past. The matter has been considered and the President is pleased to decide that in partial modification of the above mentioned O.Ms and this Departments O.M. of even number dated 13-11-86, the rates of Overtime Allowance shall be revised as indicated below :—

2. Office Staff:—

(i) The office staff covered under Ministry of Finance, Department of Expenditure's O.M. No. 15011/ 2/E.II(B)/76 dated 11-8-76, who are drawing pay upto Rs. 2200/- per month under CCS (RP) Rules 1986 shall be paid Overtime Allowance on the following basis :—

Emoluments Range	OTA per hour Upto the first one hour in excess of the prescribe hours of work	Thereafter
		Rs.
Upto Rs. 1200	Nil	6.25
Rs. 1201-1450	Nil	7.50
Rs. 1451-1700	Nil	8.95
Rs. 1701-1950	Nil	10.35
Rs. 1951-2200	Nil	11.80
Rs. 220 1and above	Nil	12.50

(ii) The maximum Overtime Allowance admissible to an employee in a month shall not exceed the amount corresponding to Overtime Allowance payable for 1/3rd of monthly working hours.

(iii) The term 'Pay' for the purpose of these orders means pay as defined in F.R.9/(21)(a). In case of employees who continue to draw pay in scales of pay which prevailed prior to 1st January, 1986. it will include, in addition to pay in the prerevised scales, Dearness Pay, Dearness Allowance, Additional Dearness Allowance, Ad-hoc dearness Allowance and Interim Relief

ppropriate to that pay, admissible under the orders in existence on 31-12-85.

(iv) The term 'Emoluments' for the purpose of these orders means pay as defined in para 2 (iii) above including Dearness Allowance, Compensatory (City) Allowance and Composite Hill Compensatory Allowance but excluding all other allowances/incentives.

(v) All other conditions contained in Ministry of Finance, Department of Expenditure's O.M. No. 15011/2/E.III(B)/76 dated 11-8-76, shall continue to be applicable for the grant of Overtime Allowance under these orders.

3. Staff Car Drivers

(i) Staff Car Drivers and Chauffeurs, covered under this Department's O.M. No. 15020/4/80-Estt. (Allowance) dated 23-12-82 shall be paid Overtime Allowance on the following basis :—

Upto the first one hour thereafter in excess ofthe prescribed hours of work	OTA per hour
Emoluments Range	
	Rs.
Rs. 1201-1450	Nil 9.95
Rs. 1451-1700	Nil 11.80
Rs. 1701-1950	Nil 13.70
Rs. 1951-2200	Nil 15.55
Rs. 2201	Nil 16.50

(ii) The term 'Emoluments' means emoluments as defined in para 2(IV) above.

(iii) All other conditions contained in this Department's O.M. No. 15020/4/80-Estt. (allowances) dated 23-12-82 shall continue to be applicable for the grant of Overtime Allowance under these orders.

4 Operative Staff :—

(i) Operative staff drawing pay [as defined in F.R. 9(21)(a)] upto Rs. 2200/- per month under CCS (RP) Rules 1986 and failing in the calegories already identified by the concerned Departments as Operative Staff, shall be paid OTA at the following rates :—

Emoluments range	OTA per hour Working day	Holidays
Rs.		Rs.
Upto Rs. 1200	7·95	10·60
Rs. 1201-1450	9·55	12·75
R s.1451-1700	11·35	15·15
Rs. 1701-1950	13·15	17·55
Rs. 1951-2290	14·95	19·95
Rs. 2201 & above	15·85	21·15

(ii) The above rates shall be applicable in respect of Operative Staff whose prescribed hours of weekly duty are 48 hour. In respect of operative staff whose prescribed hours of weekly duty are different-the proportisnate rates with reference to the aforesaid rates for 48 hours may be prescribed by the concerned Ministries/Departments in consultation with their Financial Advisers.

(iii) The detailed instructions for the grant of Overtime Allowance to operative staff will be issued separately by the respective Ministries in respect of operative staff serving under them.

5 The Expenditure on Overtime Allowance shall be compiled under separate Sub-Head of Account from 1-4-1991. No reappropriation to this Head of Account will be made without the approval of Ministry of Finance. Suitable instructions

for the opening of a separate Sub-Head will be issued by the Ministry of Finance separately.

6 As already laid down in the above mentioned O.Ms dated 11-8-76 and 13-11-86 Ministries/Departments etc. are advised to organise their work in all offices in such a way as to complete it during the normal working hours. The standards of supervision should be tightened to achieve this objective. If inspite of all measures taken to re-organise the work and tightening of supervision there are cases of work on holidays and excessive duty hours the Government employees should normally be allowed compensatory off days. However in exception at circumstances where compensatory off cannot be given and it is inescapable to employ staff on overtime work after satisfying himself that the work is of such an urgent nature that it cannot be postponed in the public interest till the next working day, the competent authority shall, as far as possible specily before-hand the time upto which a Government servant may be required to perform overtime work.

7 These orders shall take effect from 1st December 1990.

8 In their application to employees serving under Indian Audit and Accounts Department thse orders issue in consultation with C & AG.

(P.V. VALSALA G. KUTTY)
Under Secretary to the Govt. of India.

To

All Ministries & Departments of the Government of India (As per standard list)

Reduction in retirement age of Government Employees

1351. SHRI SYED SIBTEY RAZI : Will the PRIME MINISTER be pleased to state :

(a) whether some move to reduce the age of retirement of Government employees from 58 to 55 is under consideration;

(b) if so, the details thereof; and

(c) whether Government propose to implement the said move during current year ?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL PUBLIC GRIEVANCES AND PENSIONS (SHRIMATI MARGARET ALVA) : (a) No Sir.

(b) and (c) Does not arise.

Releasing Funds to Andhra Pradesh under Jawahar Rozgar Yojana

1352. SHRI PRAGADA KOTAIAH : Will the PRIME MINISTER be pleased to state :

(a) the amount released to Andhra Pradesh under Jawahar Rozgar Yojana for the year 1990-91 and the matching contribution given by the State Government;

(b) the number of people employed and for how many days in the year;

(c) what are the social assets created in favour of the rural poor during the year and the places and the nature of the assests actually created; and

(d) whether an evaluation committee consisting of Members of Parliament may be appointed to evaluate the performance of the schemes implemented with the assistance of the funds under Jawahar Rozgar Yojana ?